

List of Core Discovery Practice Activities

This list is a resource/tool for Customized Employment (CE) Providers who are facilitating CE Discovery with Job seekers.

CE Discovery activities are individualized and tailored to meet each individual Job Seeker's needs based upon the individual's exposure to the world of employment. Observations and information obtained through any combination or number of these activities will provide individualized content that will be captured in the Discovery Report and serve as a guide as the CE Provider and Job Seeker draft together the Job Seeker's CE Plan for review with the CE service delivery team. Activities and time spent is logged on the last page of the Discovery Report.

This list is not exclusive nor is every activity required, but each utilized if appropriate and possible with an individual Job Seeker.

CE Discovery Activities:

- Physically meet at a location of Job Seeker's choosing
- Build rapport and get to know the Job Seeker
- Mindfully listen to the Job Seeker
- Identify his/her interests, skills, and abilities
- Conduct in-depth interviews with family and friends concerning the Job Seeker, the Job Seeker's interests, skills, and abilities
- Observe the person in daily activities in several different community settings
- Arrange for the Job Seeker to observe at a variety of local businesses if s/he has no specific career aspirations
- Observe the Job Seeker engaging in job related tasks
- Conduct informational interviews with employers at local businesses that are representative of the Job Seeker's interests, skills, and abilities
- Assist the Job Seeker in selecting brief work experiences to refine/identify potential job opportunities
- Collaborate with the Job Seeker, family, and friends in confirming the Job Seeker's interests, job preferences, skills, and abilities
- Word challenges in terms of needs for support (e.g., rephrase "Joe cannot tell time" to "Joe responds to others prompts when, e.g., it is time to transition from _____ to _____")
- Identify family members, friends, and others who know and care for/about the Job Seeker, staff, etc. to identify potential employment themes and work sites.

Information received from:

Source: Inge, K., & Graham, C. (2015). *What is Discovery? Research Brief #1 from Research Study #3: Customized Employment as Evidence Based Practice to Improve the Employment Outcomes of Transition-age Youth with Physical Disabilities*. Richmond, VA: Virginia Commonwealth University Rehabilitation Research and Training Center. Retrieved from: http://worksupport.com/documents/Research_Study_3_Brief_11.pdf